



MARTHA COAKLEY
ATTORNEY GENERAL

THE COMMONWEALTH OF MASSACHUSETTS
OFFICE OF THE ATTORNEY GENERAL
ONE ASHBURTON PLACE
BOSTON, MASSACHUSETTS 02108

(617) 727-2200
(617) 727-4765 TTY
www.mass.gov/ago

Child Labor Bulletin for the 2007 Winter Holiday Season

The Attorney General's Office (AGO) enforces the Massachusetts Child Labor Laws (M.G.L. c. 149, s. 56-105). These important laws protect teen workers by:

- prohibiting teen employment in certain hazardous occupations;
- limiting the particular hours, as well as maximum hours in which teens may be employed;
- mandating certain recordkeeping requirements; and
- authorizing the AGO to conduct site visits, to impose **civil penalties of \$250** per violation for first offense, and to pursue **criminal penalties of \$500** per violation for first offense.

Some important laws to keep in mind during this holiday season:

- Children under 14 *cannot* work (with few exceptions including babysitting, news carriers, or in entertainment, only with a special permit).
- Work permits are required for all minors 14 to 17 years of age and minors' schedules must be posted. For more information regarding work permits, visit the Massachusetts Division of Occupational Safety's website at www.mass.gov/dos/youth.
- After 8:00 p.m., all minors must be directly supervised by an adult who is located in the workplace and who is reasonably accessible (except minors working in kiosks in some malls).
- 14- and 15-year-olds may only work between 7:00 a.m. and 7:00 p.m. (both school nights and non-school nights).
 - When school IS in session:
 - 3 hours per day *on school days* (but not during school hours);
 - 8 hours per day on weekends / holidays;
 - 18 hours per week; and,
 - 6 days per week.
 - When school IS NOT in session:
 - 8 hours per day;
 - 40 hours per week; and
 - 6 days per week year round.
- 16- and 17-year-olds may only work:
 - Between 6:00 a.m. and 10:00 p.m. on school nights (unless establishment serves customers until 10:00 p.m., in which case the 16 or 17 year old may work until 10:15 p.m.);
 - Between 6:00 a.m. and 11:30 p.m. on non-school nights (restaurants/racetracks until 12:00 a.m.);
 - 9 hours per day, 48 hours per week, and 6 days per week.

For more on youth employment laws and young worker safety resources, visit to the Attorney General's teen worker website at www.laborlowdown.com, or the Department of Public Health's website at www.mass.gov/dph/teensatwork.